

## AGENDA SUMMARY ITEM

**Agenda Item #: C 1\***

**Agenda Item:** Approval and authorization for the Village Manager to enter into a renewal contract with Call a Doctor Plus, and a renewal contract with CIGNA Healthcare, to provide Health, Dental, and Life/Disability Insurance for the employees of the Village of Royal Palm Beach.

The Gehring Group, the Village's agent of record, prepared on behalf of the Village a summary of all healthcare renewals to be effective for the period October 1, 2020, through September 30, 2021.

**Health Insurance**

**Company**

CIGNA

**Renewal**

0% rate change

Call a Doctor (Teladoc) - A web based, interactive health related service to provide consultation to employees at no charge. A decreased renewal at a cost of \$5.05 per month per member inclusive of 5 additional family dependents for fiscal year 2020-2021.

**Dental Insurance**

Dental Insurance will be provided through CIGNA Dental under a renewal contract effective until September 30, 2021. Renewal for FY21 is DMO is 0% and DPPO 0%.

**Life Insurance, AD&D, LTD, STD & EAP**

CIGNA will continue to be our contract for Group Life, and Accidental Death and Dismemberment, and Long Term Disability (LTD) under a renewal contract with 0% increase in life, and a 0% annual increase in LTD, effective until September 30, 2021.

CIGNA will be the ASO/ATP (Administrative Services Only/Advice to Pay) for STD self-administered benefits at an annual renewal contract with a 0% increase.

Horizon Health (AETNA) is in year two of a three year rate guarantee contract which will expire on September 30, 2022, and will renew with a 0% increase.

**Vision Insurance**

CIGNA will be the Vision carrier under year three of a three year renewal contract effective until September 30, 2021 with a 0% increase.

**Recommended Action:**

Staff recommends Council approve the award of the contract with Call A Doctor, an interactive web based medical service plan, and renewal contract to Cigna Healthcare, HDHP Current Plan with a 0% rate change, to provide the HDHP health insurance plan for the employees of the Village of Royal Palm Beach with the Village funding 66.67% of the deductible in a Health Savings Account/Health Reimbursement Account, Cigna Dental, Cigna life, LTD, ASO/ATP STD, AD&D, and Horizon Health for the Employee Assistance Program.

Attached hereto, for further review is a total cost analysis as provided by the Gehring Group for the health insurance coverage discussed above.

Initiator	Village Manager Approval	Agenda Date	Village Council Action
Monika Bowles Human Resources Director Stanley G, Hochman Finance Director		07/16/20	

Village of Royal Palm Beach

Employee Benefits Executive Cost Summary

Effective Date: October 1, 2020

COVERAGE		CURRENT	RENEWAL
<b>HEALTH</b>		<b>CIGNA Healthcare</b>	<b>CIGNA Healthcare</b>
<b>HSA Plan</b>		<i>Expires 9/30/2020</i>	<i>Expires 9/30/2021</i>
Employee	48	\$889.34	\$889.34
Employee + Spouse	11	\$1,617.69	\$1,617.69
Employee + Child(ren)	11	\$1,469.24	\$1,469.24
Employee + Family	24	\$2,476.21	\$2,476.21
<b>ANNUAL PREMIUM</b>		<b>\$1,632,883.08</b>	<b>\$1,632,883.08</b>
<b>\$ INCREASE</b>		<b>N/A</b>	<b>\$0.00</b>
<b>% INCREASE</b>		<b>N/A</b>	<b>0.00%</b>
<b>DENTAL</b>		<b>CIGNA Healthcare</b>	<b>CIGNA Healthcare</b>
<b>PPO</b>		<i>Expires 9/30/2020</i>	<i>Expires 9/30/2021</i>
Employee	11	\$51.40	\$51.40
Employee + One	3	\$120.49	\$120.49
Employee + Family	3	\$180.73	\$180.73
<b>Managed Dental</b>		<i>Expires 9/30/2020</i>	<i>Expires 9/30/2021</i>
Employee	31	\$19.78	\$19.78
Employee + One	13	\$39.02	\$39.02
Employee + Family	28	\$58.52	\$58.52
<b>ANNUAL PREMIUM</b>		<b>\$50,736.72</b>	<b>\$50,736.72</b>
<b>\$ INCREASE</b>		<b>N/A</b>	<b>\$0.00</b>
<b>% INCREASE</b>		<b>N/A</b>	<b>0.00%</b>
<b>VISION</b>		<b>CIGNA Healthcare</b>	<b>CIGNA Healthcare</b>
		<i>Expires 9/30/2021</i>	<i>Expires 9/30/2021</i>
Employee	23	\$8.08	\$8.08
Employee + Spouse	8	\$16.15	\$16.15
Employee + Child(ren)	3	\$16.31	\$16.31
Employee + Family	12	\$25.71	\$25.71
<b>ANNUAL PREMIUM</b>		<b>\$8,069.88</b>	<b>\$8,069.88</b>
<b>\$ INCREASE</b>		<b>N/A</b>	<b>\$0.00</b>
<b>% INCREASE</b>		<b>N/A</b>	<b>0.00%</b>
<b>LIFE</b>		<b>CIGNA</b>	<b>CIGNA</b>
		<i>Expires 9/30/2020</i>	<i>Expires 9/30/2022</i>
Life Rate		\$0.270	\$0.270
AD&D Rate		\$0.026	\$0.026
Life Volume		\$6,369,600	\$6,369,600
AD&D Volume		\$5,059,400	\$5,059,400
<b>ANNUAL PREMIUM</b>		<b>\$22,216.04</b>	<b>\$22,216.04</b>
<b>\$ INCREASE</b>		<b>N/A</b>	<b>\$0.00</b>
<b>% INCREASE</b>		<b>N/A</b>	<b>0.00%</b>
<b>SHORT TERM DISABILITY</b>		<b>CIGNA</b>	<b>CIGNA</b>
		<i>Expires 9/30/2021</i>	<i>Expires 9/30/2021</i>
Administration Fee	111	\$2.71	\$2.71
<b>ANNUAL PREMIUM</b>		<b>3609.72</b>	<b>\$3,609.72</b>
<b>\$ INCREASE</b>		<b>N/A</b>	<b>\$0.00</b>
<b>% INCREASE</b>		<b>N/A</b>	<b>0.00%</b>
<b>LONG TERM DISABILITY</b>		<b>CIGNA</b>	<b>CIGNA</b>
		<i>Expires 9/30/2020</i>	<i>Expires 9/30/2022</i>
Rate / \$100		\$0.38	\$0.38
Long Term Disability Volume		\$498,002	\$498,002
<b>ANNUAL PREMIUM</b>		<b>\$22,708.89</b>	<b>\$22,708.89</b>
<b>\$ INCREASE</b>		<b>N/A</b>	<b>\$0.00</b>
<b>% INCREASE</b>		<b>N/A</b>	<b>0.00%</b>
<b>EMPLOYEE ASSISTANCE PROGRAM</b>		<b>Aetna Resources for Living</b>	<b>Aetna Resources for Living</b>
		<i>Expires 9/30/2022</i>	<i>Expires 9/30/2022</i>
Rate / PEPM		\$2.32	\$2.32
<b>ANNUAL PREMIUM</b>		<b>\$2,616.96</b>	<b>\$2,616.96</b>
<b>\$ INCREASE</b>		<b>N/A</b>	<b>\$0.00</b>
<b>% INCREASE</b>		<b>N/A</b>	<b>0.00%</b>
<b>TOTAL PROGRAM SUMMARY</b>		<b>Total</b>	<b>Total</b>
<b>TOTAL MONTHLY PREMIUM</b>		<b>\$145,236.77</b>	<b>\$145,236.77</b>
<b>TOTAL ANNUAL PREMIUM</b>		<b>\$1,742,841.29</b>	<b>\$1,742,841.29</b>
<b>\$ INCREASE</b>		<b>N/A</b>	<b>\$0.00</b>
<b>% INCREASE</b>		<b>N/A</b>	<b>0.00%</b>